

INSPECTOR GENERAL

82-424

Executive Registry

82-813/4

11 MAY 1982

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: James N. Glerum  
Director of Personnel

SUBJECT: Recommendation in the Inspector General's Report on the  
Office of Scientific and Weapons Research, Directorate  
of Intelligence

REFERENCE: Memo from A/DCI, Same Subject, ER 82-813/2

1. The consulting firm of Towers, Perrin, Forster and Crosby concluded in its pay study of the Agency, which is now being printed, that the "high-tech" occupations such as engineers, scientists, mathematicians and computer specialists are paid, on the average, below that which can be offered in the private sector. As one option, the consultants recommend the use of special pay schedules to increase the pay level for these "high-tech" occupations. This option, along with others, will be explored in the coming weeks, and I will have a preferred course of action to correct this and other pay anomalies ready for senior management's consideration by early summer. *OK*

2. Unfortunately, the second part of the IG's finding that at the 10-15 year point in these "high-tech" employees' career, the Agency is no longer competitive in salary and fringe benefits with private industry due to the congressional imposed pay cap, is one that is more difficult to resolve. *STAT*

*James N. Glerum*

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